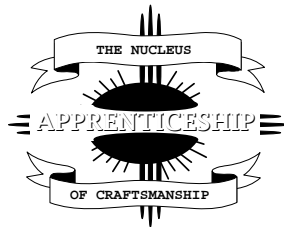




**STANDARDS OF APPRENTICESHIP
adopted by**

SOUTHWEST WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT and/or SOC</u>	<u>Term</u>
PLASTERER		842.361-018	7000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

OCTOBER 15, 1987

Initial Approval

By: JESSE D. LILL
Chairman of Council

Addendum Amended

By: MARK M. MCDERMOTT
Secretary of Council

APRIL 17, 1992

Committee Amended

WSATC-0257

SOUTHWEST WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS AND PROBLEMS:

The following Standards of apprenticeship, Southwest Washington Plasterers, with supplements pertaining to the necessary work experience of the trade and a progressive wage scale will, when approved by and registered with the Washington State Apprenticeship and Training Council, govern the training of apprentices in this industry.

1. **GEOGRAPHICAL AREA COVERED:**

These Standards shall cover the following counties: Clark, Cowlitz, Skamania, and Wahkiakum in Washington State.

2. **MINIMUM QUALIFICATIONS:**

Age: Minimum 17 years of age
Education: High School graduate or equivalent.
Physical: Must be physically able to perform work of the trade.
Testing: None
Other: None

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

1. The applicant will sign the "Record of Apprentice Applications" form and will be given an "Application for Apprenticeship."
2. Applications will be available at the apprenticeship office located at 2215 SE Division Street, Portland, Oregon 97202.
3. Upon returning the completed application form, the applicant will be instructed to take the aptitude test, the results of which will be forwarded to the Apprenticeship Committee Secretary.
4. The applicant will be instructed to request a transcript of all school records and grades which will be forwarded to the Apprenticeship Committee Secretary.
5. When these steps have been completed and noted on the "Register of Apprentice Applications" form, the applicant is instructed to appear before the Apprenticeship Committee for interview and comparative evaluation and score and placed on the list accordingly to await employment.

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6. After being placed for employment by the Apprenticeship Committee's authorized representative for initial job, and if the apprentice is out of work in the future, jobs may be found by the apprentices themselves.
7. If an apprentice locates employment, the apprentice must get authorization from the secretary or coordinator of the Apprenticeship Committee before being allowed to go to work.

B. Affirmative Action Plan:

1. Participation in annual workshops if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
2. Cooperate with school boards, community colleges and vocational schools to develop programs which prepare students for entrance into apprenticeship.
3. To encourage establishment and use of a pre-apprenticeship preparatory trade training and to provide that those who engage in such programs are given full and equal opportunity for admission into the apprenticeship program.
4. Use minority and women (minority and non-minority) journey-level worker and apprentices to promote the affirmative action program.
5. Grant credit for previous trade experience or trade-related courses for all applicants equally.
6. Admit persons who exceed the maximum age, where such action is necessary to assist the sponsor in achieving its affirmative action obligation.
7. Engage in any other such action as stated above to ensure that recruitment, selection, employment and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin or sex.

4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall be 7000 hours of reasonably continuous employment.

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these Standards shall be subject to a probationary period not exceeding the first 1400 hours of employment.

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6. RATIO OF APPRENTICES TO JOURNEYMAN:

The ratio of apprentices to journey-level worker shall not exceed one (1) apprentice to each one (1) journey-level worker.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270 (2)(c):

1st period of 1000 hours	45% of the specified wage
2nd period of 500 hours	50% of the specified wage
3rd period of 500 hours	55% of the specified wage
4th period of 500 hours	60% of the specified wage
5th period of 500 hours	65% of the specified wage
6th period of 1000 hours	70% of the specified wage
7th period of 1000 hours	75% of the specified wage
8th period of 1000 hours	80% of the specified wage
9th period of 1000 hours	90% of the specified wage

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8. WORK PROCESSES:

The plasterer apprentice shall receive such instruction and experience in all branches of the craft, including the preparation of materials for installation, as is necessary to develop a practical and skilled tradesman versed in the theory and practice of the trade. The apprentice shall also perform such other duties in the shop and on the job as are commonly related to a plasterer apprenticeship. The following schedule of work experience is to be used as a guide and will be followed as closely as local conditions will permit.

<u>Plasterer:</u>	D.O.T. #842.361-018	<u>Hours</u>
A.	Applying veneer plaster	2250
B.	Preparation of materials and plastering bases	750
C.	Rodding walls	250
D.	Applying finish/texture coat	1000
E.	Application of exterior stucco.....	1000
F.	Miscellaneous (scaffold building, window covering, etc.).....	750
G.	Dri-vit, therm wall systems.....	<u>1000</u>
TOTAL HOURS:		7000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENT INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade, as approved by the State Board For Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - () A combination of home study and approved correspondence courses
 - (X) Technical college
 - () Community college
 - (X) Training trust
 - () Other (specify)
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures.)
- E. The Apprenticeship Committee recommends that courses for plasterer apprentices be limited to those who are actually apprentices in the plastering trade in accordance with these Standards.
- F. The instructor of the apprenticeship classes shall be selected from the membership of Plasterers' Union 82 by the Apprenticeship Committee.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES: (None)

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Apprenticeship Committee shall be composed of not less than two (2) members representing the Contracting Plasterers' Association and an equal number of members of Local 82, Operative Plasterers' and Cement Masons International Association of America. These representatives shall be selected by the groups they represent.

SOUTHWEST WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE

THE EMPLOYER REPRESENTATIVES SHALL BE:

Robert Burgess
Cascade Acoustics
P.O. Box 23997
Tigard, OR 97223

Rick Cronn
Billings & Cronn Co.
1535 S.E. 9th
Portland, OR 97214

THE EMPLOYEE REPRESENTATIVES SHALL BE:

Don McKinnon, Chairman
2215 SE Division St.
Portland, OR 97202

Jack Ross
6500 NE 63rd St.
Vancouver, WA 98661

Alternate:
Harold Cooper
5215 SW Dawn Street
Lake Oswego, OR 97035

12. **SUBCOMMITTEE:** (None)
13. **TRAINING DIRECTOR/COORDINATOR:**

Tom Roshak
2215 SE Division St.
Portland, OR 97202